

nexus

THE CHAMBERS OF

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EQUALITY AND DIVERSITY POLICY

Equality and Diversity Policy Statement

Nexus, The Chambers of Michael Mansfield QC ('Nexus Chambers') and members of Nexus Chambers ('members of chambers'), in relation to their professional practice and the administration of chambers, aim to treat everyone equally and to ensure that no job applicant, employee, worker, member, client, or visitor is discriminated against, victimised, or harassed on the grounds of a protected characteristic. The protected characteristics are: race; colour; ethnic or national origin; nationality; citizenship; sex; gender re-assignment; sexual orientation; marital or civil partnership status; disability; age; religion or belief; and pregnancy, maternity, or adoption (for the primary carer).

The affairs of chambers are conducted in a manner which is fair and equitable for all barristers and pupils, and Nexus Chambers aims to ensure that no job applicant, employee, worker, member,

pupil, prospective member or pupil, client, or visitor is treated less favourably, nor placed at a disadvantage on the grounds of their part-time status or trade union activities.

Scope of Policy

Nexus Chambers is committed to providing equal opportunities to our employees, workers, members, and clients, and to encouraging diversity in the workplace. Nexus Chambers actively encourages the reporting of unlawful or unfair discriminatory behaviour to a member of management.

Nexus Chambers' Equality and Diversity policy incorporates policies on Harassment, Parental and Adoption Leave, Flexible Working, Reasonable Adjustments, and Diversity Data Policy (Appendices 1-5).

Implementation and Monitoring

Nexus Chambers' Equality and Diversity Officer is James Manning. Nexus Chambers has a written plan for the implementation, review, and monitoring of its equality and diversity policy.

In addition, Nexus Chambers regularly surveys, monitors, and reviews information about diversity within chambers. Chambers' Diversity Data Officer is Omran Belhadi.

Harassment

Nexus Chambers is committed to providing work environment in which everyone is treated equally and with respect. We take very seriously, and do not tolerate or condone, any form of unwanted conduct relating to age, disability, gender reassignment, race, religion or belief, sex or sexual orientation which has the aim or effect of violating a person's dignity, or which creates an intimidating, hostile, degrading, humiliating, or offensive environment for that person. Any person experiencing or witnessing such behaviour has a right to complain and should refer to the Nexus Chambers Harassment Policy, at Appendix One.

This policy, in addition to being available on Nexus Chambers' website (www.nexuschambers.com/nexus/equality-diversity), is circulated to all members, staff, pupils, clerks, and those who are required to read and understand it.

Complaints and Grievances

Complaints of harassment may be raised informally with James Manning (the Equality & Diversity Officer), with Sam Stein QC (the chairman of chambers' management committee), with Yimi Yangye (the Welfare Officer), the Head of Chambers, or with any other senior member of chambers. Other informal complaints may be made to the Head of Chambers or to the practice managers. Formal complaints under this policy should be made under the Nexus Chambers Complaints Procedure and addressed to the Equality and Diversity Officer.

This policy will be reviewed in or about January 2023, or beforehand if necessary.

Recruitment and Selection

Nexus Chambers does not discriminate unlawfully on grounds of sex, race, disability, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, religion or belief, or age, in accordance with our Equality Policy Statement. We will also make reasonable adjustments for disabled candidates, and if any person believes that a reasonable adjustment should be made, they are encouraged to communicate this to one of the practice managers (Del Edgeler, Martin Parker, or Lee Wakeling).

Fair and objective selection criteria are applied in all applications for mini-pupillage, internship/work experience, pupillage, tenancy, or employment, subject to the need for any reasonable adjustments for disabled candidates¹. Members of chambers are required to have regard to the Fair Recruitment Guide, as published by the Bar Council.

Fair Access to Work and the Allocation of Unassigned Work

The affairs of chambers are conducted in a manner which is fair and equitable to all members of chambers and pupils, including – but not limited to – the fair distribution of work amongst pupils

¹ Please see the Nexus Chambers Pupillage Policy Document for further information.

and members of chambers, including members who are of fewer than four years' standing and members who are returning from parental leave.

The allocation of unassigned work within chambers is monitored by the recording in writing of all new work enquiries and, in respect of such enquiries, to whom any work is allocated. These records are subject to annual monitoring and in the event that any disparities arise in relation to race, disability, or gender these will be investigated and, if necessary, appropriate remedial action taken.

JANUARY 2021

JAMES MANNING
NEXUS CHAMBERS

Appendix One: Nexus Chambers Harassment Policy

1. This policy covers all those working in chambers, visiting chambers and providing services to chambers.
2. Nexus Chambers is committed to providing a work environment in which all individuals, clients and the public are treated with dignity and respect. Nexus Chambers is determined to promote a work environment in which everyone is treated equally and with dignity and can flourish.
3. Harassment in any form will not be tolerated at Nexus Chambers. Harassment includes any unwanted conduct related to sex, race, disability, gender re-assignment, religion or belief, sexual orientation or age. Such behaviour may take many forms including:
 - a. conduct which is unwanted by the recipient and perceived as hostile or threatening;
 - b. conduct which gives rise to a hostile or threatening work environment; or
 - c. conduct which creates an atmosphere in which it is feared that rejection or submissions will be used as a basis for decisions which have an impact on the recipient at work such as an allocation of work or tenancy decision.
4. The following are examples of types of behaviour which may amount to harassment:
 - a. physical or sexual assault;
 - b. requests for sexual favours in return for career advancement;
 - c. unnecessary physical contact;
 - d. exclusion from social networks and activities or other forms of isolation;
 - e. bullying;

- f. compromising suggestions or invitations;
 - g. suggestive remarks or looks;
 - h. display of offensive materials, including on a computer screen;
 - i. tasteless jokes or verbal abuse, including any sent by email;
 - j. offensive remarks or ridicule; or
 - k. dealing inappropriately or inadequately with complaints of harassment.
5. Harassment is unlawful conduct under the Equality Act 2010. In addition to the above unwanted conduct, it can arise where a person engages in any kind of unwanted sexual behaviour (or gender re-assignment or sex related behaviour).
6. Complaints of harassment may be raised informally in the first instance with the Equality and Diversity Officer James Manning, with the Head of Chambers or another senior member of chambers (for example a pupil supervisor), who will agree an appropriate response. Formal complaints should be made under the Nexus Chambers Grievance Procedure and addressed to the Equality and Diversity Officer.
7. Harassment is misconduct for employees or a breach of the Bar Code of Conduct for barristers. Allegations of harassment will be dealt with as a disciplinary matter and/or in accordance with the means available under Chambers' constitution. Where there are reasonable grounds to believe that there has been serious misconduct, the matter will be reported to the Bar Standards Board in accordance with the Handbook.
8. Chambers is committed to ensuring that anyone who makes an allegation of harassment in good faith should not be subjected to any detriment as a result. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a disciplinary matter.
9. A copy of this policy is provided to all those for whom chambers constitutes a working environment, including members of chambers, pupils, squatters, clerks or other employees, workers. In addition, a copy is available on chambers' website and upon request.
10. This policy will be reviewed in or about January 2023 or beforehand if necessary.

Appendix Two: Nexus Chambers Parental Leave Policy

“Parental leave” refers to leave taken by the main carer of a child following birth (including birth by a surrogate) or adoption. This could be the mother, father, adoptive parent of either sex, or parents in a surrogacy arrangement.

It is the aim of this policy to:

- encourage members following parental leave to return to chambers and continue to build successful practices;
- prevent discrimination on grounds of parental responsibility;
- encourage and support members taking time off following the birth or adoption of a child without suffering financial hardship; and
- comply with the requirements of the BSB Handbook and accompanying Guidelines.

This policy is circulated to all members, clerks, and staff, all of whom are required to read and understand the policy and to understand their role in relation to the policy.

1. Every member of chambers is entitled to return to chambers within a period of one year after the birth (including birth by a surrogate) or adoption of a child for whom they are the primary carer.
2. A member of chambers taking a period of parental leave is entitled to 6 months free of chambers rent and expenses².

² The 6 month period free of rent and expenses or free of the levy on receipts does not extend to one off investments or clerks' fees and bonuses.

3. Members of chambers are required to notify the Head of Chambers and clerks of their intention to take a period of parental or adoption leave not less than 3 months (unless not reasonably practicable) before the commencement of the period of leave indicating the estimate commencement date and likely date of return.
4. If a member wishes to take more than 6 months' rent free parental or adoption leave s/he should notify the Head of Chamber and clerks at least 4 weeks (unless not reasonably practicable) before the end of that period stating the estimated date on which s/he intends to return.
5. If a member wishes to take leave for longer than 12 months, this should be arranged with the Head of Chambers and clerks in writing.
6. If a member is absent from chambers for more than 12 months without agreeing an extension with chambers management, his/her automatic right to return to chambers ceases unless such absence is due to consecutive births.
7. Where membership ceases by virtue of the provisions in paragraph 6, a member can re-apply to chambers in the usual way.
8. A member on parental leave is encouraged to maintain contact with chambers.
9. Head of Chambers will ensure that the member is:
 - offered opportunities to do appropriate work if this is requested;
 - invited to training events, social occasions, marketing events and chambers meetings;
 - consulted on any significant issues affecting the practice of chambers; and
 - receives assistance with the re-establishment of their practice on return to work, including (where requested) the arrangement of a "practice meeting" with the relevant clerk within two weeks before the member returns to work.

10. Informal working arrangements during a period of parental leave do not affect a member's entitlement to the six month period free of rent, provided that the Head of Chambers is kept informed of the arrangements by the member of chambers and is satisfied that the level of work being undertaken does not constitute a return to practice.

11. It is the policy of Nexus Chambers to enable parents to work reduced hours on return from a period of parental or adoption leave. This should be discussed with chambers' management and clerks. Members are also referred to Nexus Chambers Flexible Working Policy.

12. Any member who wishes to make a complaint regarding a breach of this policy should in the first instance contact chambers' Equality and Diversity Officer, James Manning.

13. This policy is reviewed every two years, or more frequently if necessary. The date of the last review was January 2021.

Appendix Three: Nexus Chambers Flexible Working Policy

The aim of this policy is to set out the internal approach of Nexus Chambers in relation to the entitlement of any member to manage his or her practice under a flexible working arrangement.

1. A “flexible working arrangement” means that an individual has agreed with chambers that s/he intends to work in such a way so as to enable the individual to manage their family or other responsibilities, or any disability, and to remain in practice. Family responsibilities include caring responsibilities for older, young or disabled dependents or relatives.
2. Every member of chambers is entitled to practise under a flexible working arrangement. It is the aim of this policy to encourage members of chambers to remain in, or to develop, a successful practice notwithstanding the fact that their own personal circumstances may render it impractical or undesirable for them to practise at the Bar full-time, or to attend chambers on a regular basis.
3. This policy does not outline every way in which a flexible working arrangement may be achieved, but these may include:
 - working on a part-time basis on specified days;
 - working on a part-time basis by way of flexible hours ;
 - taking a career break of up to 12 months; and
 - by working from home (*i.e.* a largely paperwork based practice).
4. A member of chambers wishing to work under a flexible working arrangement shall notify the Head of Chambers in writing, giving as much notice as possible, and in any event not

less than one month before the proposed commencement date of such an arrangement. It is the responsible of the member who intends to practise under a flexible working arrangement to ensure that the practical arrangements with chambers are agreed and are noted in writing before any period of flexible working commences.

5. A member of chambers practising under a flexible working arrangement shall be required to pay the standard monthly rent, unless another monthly rent is agreed on a case-by-case basis.
6. The Head of Chambers will ensure that a member of chambers practising under a flexible working arrangement is offered the same opportunities to attend training events, social occasions, marketing events and chambers' meetings as if he or she were working full time.
7. Members of chambers wishing to take a career break of up to one year for reasons other than parental leave shall notify the Head of Chambers in writing of their intention to do so and the reason for such career break. Members wishing to take a career break for the purpose of parental leave should refer to Nexus Chambers' Parental Leave Policy.
8. This policy is circulated to all members of chambers and clerks who are required to read and understand its contents, and to understand their individual role and responsibilities in relation to it.
9. Any complaints in relation to this policy should be made to James Manning, the Equality and Diversity Officer.
10. This policy is reviewed every two years, or more frequently if necessary. The last date of review was January 2021.

Appendix Four: Nexus Chambers Reasonable Adjustments Policy

Nexus Chambers is committed to making reasonable adjustments in order to remove or reduce any substantial disadvantage to disabled people working within chambers, receiving legal services within chambers, applying to, or visiting chambers; this policy is implemented in order to achieve that aim. This policy covers all employees of chambers, barristers, clerks, pupils, mini-pupils, interns, and visitors to chambers.

This policy, in addition to being available upon request, is circulated to all members, staff, pupils, clerks, and those who are required to read and understand it.

1. For the purposes of this policy the definition of disability follows that set out in section 6 of the Equality Act 2010. A person is therefore disabled if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities. "Substantial" means more than minor or trivial and "long-term" means likely to last 12 months or more.
2. This policy does not provide an exhaustive list of the reasonable adjustments that chambers will make for staff, barristers, pupils, or visitors, however examples of the types of adjustments which may be made, where reasonable, are:
 - the provision of information in alternative formats (e.g. large print);
 - paid leave for disabled employees of chambers;
 - the provision of auxiliary aids;
 - the provision of accessible conference room facilities; and
 - the provision of a reader or interpreter.

3. Staff or barristers with specific requirement should make requests to the Head of Chambers, for reasonable adjustment decisions. All requests for reasonable adjustments will be considered on a case by case basis with the advice and assistance of chambers' Equality and Diversity Officer and where it is not possible to make the adjustment requested the Head of Chambers, the Practice Managers, or the Equality and Diversity Officer will discuss alternatives with the applicant.
4. Head of Chambers is responsible for considering whether or not disabled staff, barristers, or pupils require assistance during an emergency evacuation and if so whether or not a personal emergency evacuation plan is required for the individuals/s concerned. If so, the plan will be developed in partnership with the individual concerned in order to ensure that adjustments to the emergency evacuation procedure may be made.
5. Barristers are responsible for considering reasonable adjustment requests for their visitors. They are also responsible for anticipating any likely reasonable adjustments that will need to be made for visitors whom they know to be disabled and are likely to require assistance. Visitor requests for specific reasonable adjustments may be made by contacting one of the practice managers.
6. We will also make reasonable adjustments for disabled candidates, and if any person believes that a reasonable adjustment should be made, they are encouraged to communicate this to the practice managers.
6. In no circumstances will Nexus Chambers pass on the cost of a reasonable adjustment to a disabled person.
7. This policy is reviewed by the Equality and Diversity Officer every two years, or more frequently if necessary. The date of the last review was January 2021

Appendix Five: Nexus Chambers Diversity Data Policy

1. This is the Diversity Data Policy for Nexus Chambers. This policy is effective as of January 2021.
2. The name of the registered data controller for Nexus Chambers is Nexus Law Limited and the data controller's registration number on the Data Protection register is ZA558995.
3. The name of the Diversity Data Officer is Omran Belhadi.
4. Members of chambers' workforce are given the opportunity to provide their Diversity Data for collection in accordance with the Bar Standards Board's requirements. The Diversity Data Officer is responsible for arranging and supervising the collection of Diversity Data.
5. Individuals have the opportunity to provide their Diversity Data in order for Nexus Chambers to publish an anonymous summary of such data. This provides transparency concerning recruiting and employment activities across chambers and analysis of diversity data encourages a strong, diverse and effective legal profession.
6. Diversity Data will be collected through anonymous surveys.
7. You will be provided with access to the survey, together with a copy of the consent form which you must complete if you wish to provide your Diversity Data.
8. All Diversity Data that is collected from individuals will be kept securely. The Diversity Data Officer shall put the following security measures in place to protect Diversity Data:

- a. The Diversity Data will be stored in an encrypted cloud (data protection legislation compliant) by the Diversity Data Officer;
 - b. The Diversity Data Officer only will have access to the raw data and will not disclose it or allow access to unlawfully or without authorisation;
 - c. The Diversity Data Officer will effect secure deletion of the data at the appropriate time.
9. The Diversity Data Officer will not share the Diversity Data with any third parties, save as provided for within this policy.
10. Should you access or disclose Diversity Data accidentally or intentionally when you are not authorised to do so, you must notify the Diversity Data Officer immediately.
11. The Diversity Data Officer is required to anonymise Diversity Data before publishing it in summary form. We will securely anonymise Diversity Data through the Diversity Data Officer manually removing personally identifying data. The Diversity Data Officer will then review the data before publishing the summary to ensure effective anonymisation and not publishing data which could result in individuals being identified. The data will be summarised against the protected characteristics plus socio-economic characteristics.
12. Where there are fewer than 10 (ten) individuals within each published category who identify through the questionnaire with the same diversity characteristic (for example, 4 (four) individuals with a job role at the same level of seniority identify themselves as disabled), the Diversity Data Officer will not publish the anonymous data relating to those individuals unless it has their informed consent to do so.
13. The Diversity Data Officer will securely destroy the Diversity Data collected promptly after the data has been anonymised and in any event within 3 (three) months following the date of collection. Secure destruction means that as far as possible we shall not hold the Diversity Data in any way where it is possible to identify an individual. In practice, secure destruction will be achieved by permanently deleting it from the cloud used for storage.
14. Anonymised data will be kept for 12 months before being destroyed as above.
15. You have a right to withdraw your consent or object to the use of your Diversity Data at any time.

16. Where your data has already been provided and you wish to withdraw your consent to its use, please notify the Diversity Data Officer in writing by email to omran.belhadi@nexuschambers.com. He will promptly delete or destroy any Diversity Data which includes your personal data and will confirm to you that this step has been taken within 21 days of receiving notification from you.

17. Where the anonymised data has been published in summary form, the Diversity Data Officer will not extract your personal data from the published summary unless it is likely that continued publication could cause you or someone else substantial damage or distress. In such circumstances, the Diversity Data Officer will consider the reasons you have put forward and shall respond within 21 days from the date you notify him of your belief to let you know whether he has determined that the continued publication of the data is justified and, if not, to confirm the action taken to extract your data from the published summary and to delete or destroy any copies.

18. Should you have any questions or complaints about this Diversity Data Police, please contact the Diversity Data Officer by email omran.belhadi@nexuschambers.com.

JANUARY 2021

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